

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 11, 2003, were as follows: Average increases of 23 cents (3.2 percent) for Level 1 and 31 cents (3.3 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	855	7.54	9.50	6.55
CASHIER-CHECKER	340	6.89	8.65	5.95
CUSTOMER SERVICE ASST	12	7.63	9.08	6.57
OFFICE CASHIER	12	8.05	9.13	6.68
TELLER	523	9.66	12.51	9.12
RECREATION ATTENDANT	11	6.77	7.00	6.00
DESK CLERK	355	7.88	9.00	6.75
NF - 2				
HEAD SALES PERSON	42	8.84	9.43	8.38
STORE DETECTIVE	27	8.57	9.95	7.47
HEAD CUST SERVICE ASST	63	9.92	12.43	9.06
PAYROLL CLERK	4	11.87	16.42	10.00
SECRETARY	39	11.76	14.43	7.75
DATA ENTRY SPECIALIST	17	10.34	14.06	9.08
ACCOUNTING TECHNICIAN	78	11.29	16.56	8.55
NF - 3				
DEPARTMENT MANAGER	114	10.18	11.56	8.00
EXECUTIVE SECRETARY	73	14.47	20.16	9.54

WAGE AREA : #111 Norf./Ports./Va. Beach, Virginia
 ORDER DATE : May 5, 2003
 SURVEY : #018/019-34